

Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Maribeth Welchman, 278-4226  
Research Analyst: Robert Murphy, 278-5263

**COMMITTEE ON PERSONNEL**  
**Friday, January 17, 2003 -- 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**

**M I N U T E S**

TAPE NO. 21, Side A, No. 001 to 400

**ROLL CALL:**

**PRESENT:** Supervisors Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz (Chairman)

**EXCUSED:** None

**Scheduled Items:**

1.        03-22(a)        Reference file established by the County Board Chairman with respect to reports from the Director of the Division of Human Resources (DHR) relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 21A-022)

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

2.        03-23(a)        Reference file established by the County Board Chairman with respect to reports from the Director, DHR, relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 21A-139)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

3.        03-24(a)        Reference file established by the County Board Chairman with respect to reports from the Director, DHR, relative to reports from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 21A-167)

Scheduled Items (Continued):

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

4. 03-15(a) Reference file established by the County Board Chairman with respect to reports from the Director, DHR, relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 21A-192)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

5. 03-P-01 Update from Employee Benefits Manager, DHR, relative to Milwaukee County's health care benefits. **(VERBAL, INFORMATIONAL REPORT)** (Tape No. 21A-192)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR  
Mr. Matt Janes, Employee Benefits Manager

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

***RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:***

6. 02-615 From the District Attorney, requesting the creation of a new position of Secretarial Assistant for Children in Need of Protection and Services (CHIPS) and Termination of Parental Rights (TPR) cases in the juvenile division at the Children's Court Center. **(Also to the Committee on Finance and Audit and the Departments of Administration and Human Resources.) (REPORT FROM DIRECTOR, DHR AND DIRECTOR, DEPARTMENT OF ADMINISTRATIVE SERVICES.)** (Tape No. 21A-323)

APPEARANCES: Mr. James Martin, District Attorney's Office  
Mr. Charles E. McDowell, Director, DHR

***MOTION BY: (BORKOWSKI)*** Approve. **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

**Scheduled Items (Continued):**

**COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):**

***The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):***

7. 02-P-01 Deputy Sheriff's Association Collective Bargaining Caucus.  
(CLOSED SESSION; VERBAL REPORT) (Tape No. 21A-400)

**MOTION BY: (BORKOWSKI)** Move to go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the above matter. **(Vote 7-0)**  
AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)  
NOES: None  
EXCUSED: None

***At the conclusion of the closed session, the Committee did not reconvene in open session.***

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STAFF PRESENT: Mr. Charles E. McDowell, Director, DHR  
Mr. Matt Janes, Employee Benefits Manager  
Mr. James Martin, District Attorney's Office  
Mr. Robert Murphy, County Board Research Analyst

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 11:00 a.m.

*Maribeth Welchman*

Committee Clerk

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Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Maribeth Welchman, 278-4226  
Research Analyst: Robert Murphy, 278-5263

**COMMITTEE ON PERSONNEL**  
**Friday, February 14 , 2003 – 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**

**M I N U T E S**

TAPE NO. 21, Side A, No. 420 to end of tape  
TAPE NO. 21, Side B, No. 001 to 050

**ROLL CALL:**

**PRESENT:** Supervisors Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz (Chairman)

**EXCUSED:** None

**Scheduled Items:**

1. 03-22(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

**SEE ACTION UNDER NUMBER FOUR (4) BELOW.**

2. 03-23(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

**SEE ACTION UNDER NUMBER FOUR (4) BELOW.**

3. 03-24(a) Reference file established by the County Board Chairman relative to reports from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

**SEE ACTION UNDER NUMBER FOUR (4) BELOW.**

4. 03-15(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL**

**Scheduled Items (Continued):**

**PURPOSES)** (Tape No. 21A-427)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON ITEMS ONE THROUGH FOUR.***

5. 02-503 From the Director of Human Resources, requesting approval of  
(a)(f) classifications and rates of compensation for positions recommended for creation in the Adopted 2003 Budget. (Tape No. 21A-432)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

**MOTION BY: (BORKOWSKI)** Approve classification: Building Systems Specialist, Department of Public Works, Facilities Management; Pay Range 23M (\$41,416 - \$47,518). **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

6. 03-109 Resolution by Supervisor Mayo, to provide sufficient funds to enable the Pension Study Commission to fulfill its legal obligations. **(Also to the Committee on Finance and Audit)**

***Chairman Cesarz stated that the author of the resolution wished to withdraw this item from the agenda. Upon hearing no objections, the matter was withdrawn.***

7. 02-629 From Director of Parks, Recreation and Culture, requesting authorization to enter into a Memorandum of Understanding (MOU) with the Private Industry Council for summer youth employment in the year 2003. **(Communication from Deputy Corporation Counsel dated 1/31/03.)**  
(Tape No. 21A-463)

APPEARANCES: Mr. Greg McKinstry, Human Resource Manager, Department of Parks, Recreation and Culture

**MOTION BY: (BORKOWSKI)** Approve. **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

***RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR***

Scheduled Items (Continued):

**CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:**

8. 03-88 From the Register of Deeds, requesting the creation of one Document Recorder position to assist in handling the process of recording real estate documents. **(Also to the Committee on Finance and Audit and the Departments of Administrative Services and Division of Human Resources.)** (Tape No. 21A-480)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR  
Mr. John La Fave, Register of Deeds

**MOTION BY: (BORKOWSKI)** Approve classification: Document Recorder, Pay Range 2P (\$23,237 - \$29,799). **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

9. 03-111 From Clerk of Circuit Court/Director of Court Services, requesting the creation of one position of Deputy Clerk of Court/Judicial Assistant to staff a family court created to handle both Domestic Abuse and Civil Harassment cases. **(Also to the Committee on Finance and Audit and the Departments of Administrative Services and Division of Human Resources.)** (Tape No. 21A-550)

APPEARANCES: Mr. Bruce Harvey, District Court Administrator, State of Wisconsin

Mr. Charles E. McDowell, Director, DHR

**MOTION BY: (BAILEY)** Approve classification: Deputy Clerk of Court/Judicial Assistant, Pay Range 19Z (\$33,784 - \$43,995). **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

10. 03-79 From the Sheriff, requesting the abolishment of one Executive Assistant (Sheriff) position and creation one Executive Assistant (Sheriff) position in the unclassified service to provide administrative support to the Sheriff; also requesting the abolishment of one Administrative Coordinator position and creation one Public Relations/Community Relations Coordinator in the unclassified service to manage the public and community relations functions for the Sheriff's office. **(Also to the Committee on Finance and Audit and the Departments of Administrative Services and Division of Human Resources.)**

Scheduled Items (Continued):

APPEARANCES: Inspector Kevin Carr, Sheriff's Department  
Mr. Charles E. McDowell, Director, DHR  
Ms. Mary Ann Grimes, Deputy Corporation Counsel

**MOTION BY: (JOHNSON)** Approve (Tape No. 21A-597).

**MOTION BY: (ZIELINSKI)** Lay over and refer to Corporation Counsel and the Division of Human Resources with a report due back to committee. **(Motion later withdrawn.)**

Discussion ensued regarding creating positions as unclassified and the processes as defined by state statutes. Mr. McDowell explained that the Division of Human Resources is recommending Executive Compensation classifications, and the issue of changing positions to unclassified service positions can be dealt with at a later time.

**VOTE ON MOTION TO APPROVE BY SUPERVISOR JOHNSON (1 position of Administrative Assistant III (Sheriff), Executive Compensation (ECP) (classified); Pay Range: GR 12 (\$40,272 - \$52,354); and 1 position of Community Relations Manager, ECP (classified); Pay Range: GR 15 (\$55,013 – \$71,518): (Vote 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: Bailey

11. 03-138 From the Sheriff, requesting the abolishment of one vacant Psychiatric Social Worker position and creation of one Case Management Specialist position to coordinate care and discharges with community agencies. **(Also to the Committee on Finance and Audit and the Departments of Administrative Services and Division of Human Resources.)** (Tape No. 21B-001)

**MOTION BY: (QUINDEL)** Approve classification: Case Management Specialist and Pay Range 19 (\$35,802 to \$41,416). **(Vote 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: Bailey

**Scheduled Items (Continued):**

STAFF PRESENT:      Mr. Robert Murphy, County Board Research Analyst  
                             Mr. Charles E. McDowell, Director, DHR  
                             Mr. Greg McKinstry, Human Resource Manager, Department of  
                             Parks, Recreation and Culture  
                             Mr. John La Fave, Register of Deeds  
                             Mr. Bruce Harvey, District Court Administrator, State of Wisconsin  
                             Inspector Kevin Carr, Sheriff's Department  
                             Ms. Mary Ann Grimes, Deputy Corporation Counsel

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Adjourned: 10:00 a.m.

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Maribeth Welchman, Committee Clerk

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Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Maribeth Welchman, 278-4226  
Research Analyst: Robert Murphy, 278-5263

## COMMITTEE ON PERSONNEL

Friday, March 14 , 2003 – 9:00 a.m.  
Milwaukee County Courthouse, Room 201-B  
**MINUTES**

TAPE NO. 21, Side B, No. 025 to end of tape  
TAPE NO. 22, Side A, No. 001 to end of tape  
TAPE NO. 22, Side B, No. 001 to 600

### Scheduled Items:

1. 03-174 From County Board Chairman Lee Holloway, appointing Mr. Dean Muller to serve on the Milwaukee County Pension Study Commission, for a term expiring November, 2006.

APPEARANCES: County Executive Scott Walker (21B-050 to 21B-173)  
Supervisor Michael Mayo, Seventh District (21B-523 to 21B-288)  
Supervisor Daniel Diliberti, Eighth District (21B-590 to 21B-615)  
Ms. Patti Yunk (21B-617)  
Mr. Terrence Cooley  
Mr. Dean Muller

County Executive Walker stated the criteria used to select the appointees included values of professionalism and independence — the appointees are not beneficiaries of the system, nor do they have business affiliations.

Mr. Cooley stated that the Pension Study Commission appointments are for five-year terms to expire in November of 2006; the previous terms ended in 2001. He also stated that Mr. Coleman was unable to attend this morning's meeting due to a conflict.

Chairman Cesarz asked the appointees present to introduce themselves; they included: Mr. Gary E. Long, Mr. Walter J. Lanier, Ms. Linda S. Bedford, Dr. Karen R. Jackson, and Mr. Paul E. Prentiss.

**MOTION BY: (BORKOWSKI)** Approve items one through seven (File Nos. 03-174, 03-175, 03-211, 03-212, 03-210, 03-209 and 03-208). **(Vote 5-0)**  
AYES: Quindel, Borkowski, Endries, Johnson, T., Cesarz (Chairman)  
NOES: None  
EXCUSED: Bailey and Zielinski

**Scheduled Items (Continued):**

2. 03-175 From County Board Chairman Lee Holloway, appointing Mr. William Coleman to serve on the Milwaukee County Pension Study Commission, for a term expiring November, 2006.

**SEE ACTION UNDER NUMBER ONE (1) ABOVE.**

3. 03-211 From the County Executive, appointing Mr. Gary E. Long to serve on the Milwaukee County Pension Board for a term expiring April 30, 2005.

**SEE ACTION UNDER NUMBER ONE (1) ABOVE.**

4. 03-212 From the County Executive, appointing Mr. Walter J. Lanier to serve on the Milwaukee County Pension Board for a term to expiring April 30, 2005.

**SEE ACTION UNDER NUMBER ONE (1) ABOVE.**

5. 03-210 From the County Executive, appointing Ms. Linda S. Bedford to serve on the Milwaukee County Pension Board for a term expiring April 30, 2005.

**SEE ACTION UNDER NUMBER ONE (1) ABOVE.**

6. 03-209 From the County Executive, appointing Dr. Karen R. Jackson to serve on the Milwaukee County Personnel Review Board for a tem expiring October 31, 2006, replacing Mr. Thomas Parker.

**SEE ACTION UNDER NUMBER ONE (1) ABOVE.**

7. 03-208 From the County Executive, appointing Mr. Paul E. Prentiss to serve on the Milwaukee County Personnel Review Board for a term expiring October 31, 2007, replacing Mr. Rodney Cubbie.

**SEE ACTION UNDER NUMBER ONE (1) ABOVE.**

Chairman Cesarz announced that unless there is an objection to the recommendations of the Director of Human Resources or County Board staff relative to items 8 through 12, these items will be considered together, with no further action required by the Committee.

8. 03-22(a) From the Director of Human Resources (DHR) relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Scheduled Items (Continued):

Mr. McDowell stated the he wished to withdraw item eleven, the request for a reclassification in the Division of Human Resources. Chairman Cesarz so ordered, and upon hearing no requests for separate action from committee members, accepted the informational reports for items 8, 9, 10 and 12.

9. 03-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

**SEE ACTION UNDER NUMBER EIGHT (8) ABOVE.**

10. 03-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

**SEE ACTION UNDER NUMBER EIGHT (8) ABOVE.**

11. 03-25(a) From County Board staff relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions in the Department of Human Resources. **(Report from county board staff) (FOR INFORMATIONAL PURPOSES)**

**SEE ACTION UNDER NUMBER EIGHT (8) ABOVE TO WITHDRAW.**

12. 03-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)**

**SEE ACTION UNDER NUMBER EIGHT (8) ABOVE.**

13. 03-15  
(a)(b) From the Director of Human Resources relative to extension of existing emergency and temporary appointments originally made between October 1 and November 30, 2002. (Tape No. 21B-723)

**MOTION BY: (BORKOWSKI)** Approve recommendation of the Director, DHR, to extend emergency and temporary appointments originally made between 10/1/02 and 11/30/02 and between 12/1/02 and 1/31/02. **(Vote 5-0)**  
AYES: Quindel, Borkowski, Endries, Johnson, T., Cesarz (Chairman)  
NOES: None  
EXCUSED: Bailey and Zielinski

14. 03-176 Resolution by Supervisor Mayo to amend the membership of the Pension Board from seven to nine members by expanding the number of appointments from an existing three members to five members, two of whom would be appointed

## Scheduled Items (Continued):

by the county board chairperson, the elimination of the ex-officio member, and to increase the number of employee-elected members from three to four, with the new member to be designated as a retiree of county service and elected by members of the pension system who are themselves retired. **(Also to the Committee on Intergovernmental Relations)** (Tape No. 21B-734)

APPEARANCES: Supervisor Michael Mayo, Seventh District (Tape No. 21B-740 to 21B-765)

Mr. Robert Murphy, County Board Research Analyst

Mr. Jim Villa, County Executive Chief of Staff

Mr. Charles E. McDowell, Director, DHR

Mr. William Domina, Milwaukee County Corporation Counsel

Ms. Ms. Patty Yunk, AFSCME, D.C. 48 (Tape No. 22A-436)

**MOTION BY: (QUINDEL)** Refer, along with Supervisor Diliberti's item, to staff and administration to get one, inclusive package [Refer items 14 and 17 to staff (file nos. 03-176 and 03-214.)]

Mr. Murphy explained the various resolutions and ordinances that are pending before work groups and the county board (Tape No. 22B-220). Supervisor Johnson requested that a timeline be put on the request by Supervisor Quindel.

**MOTION BY: (QUINDEL)** Direct a report back in 90 days to include those issues that are all agreed upon and those in which there is conflict; if the work group cannot provide this information, then staff is directed to address the concerns relative to the main issues, including commonalties and/or disagreement.

Supervisor Mayo suggested coming back in the May, 2003 cycle with information comparing the various recommendations for the county board and county executive to review.

**MOTION BY: (QUINDEL)** Refer these two items (file nos. 03-176 and 03-214) as well as all other items relating to the pension plan and pension board composition to staff and the department to come back with a report in May to tell us where there is agreement and where there are areas of potential conflict.

Mr. Villa stated that the county executive respectfully requests the committee to move forward on this today. He stated that the Blue Ribbon Commission for the overall study was removed from the budget, the executive has since moved forward with that, regardless; the county executive was unaware that the work study was waiting for action from the county executive before they appointed members and moved forward, and encourages them to appoint members to

### Scheduled Items (Continued):

begin that study; the Legislative Audit Bureau study and the Greater Milwaukee Committee report have all been around for several months and could have easily been reviewed by the various people; and the county executive hopes the committee will take a leadership role and make a decision (Tape No. 22A-275). Supervisor Johnson stated that he agrees with the need for a comparison review, but would like to see it done within one month.

**MOTION BY: (QUINDEL)** Direct the department to provide a status report in one month (Tape No. 22A-365).

Mr. Murphy requested clarification as to which department is directed to work with county board staff. Supervisor Quindel stated, "the appropriate county departments."

Chairman Cesarz asked Corporation Counsel if either of the resolutions (items 14 and 17) had key elements that are easily implemented, those that need a second approval through the state and if there is any element that may pose a specific legal problem. Mr. Domina stated that the resolutions attempt to address the issue of the composition of the pension board, which was born out of state law in 1937 and then became more of a county entity under "home rule" authority, but the genesis is the state legislature. He said that the resolution by Supervisor Mayo requests authorization through the state regarding the appointment of individuals by the county board chairperson, and it is necessary under the current state law (which recognizes that the executive is responsible for the appointments to board and commissions and the confirmation is through the county board process) to request a change in that direction through the state legislature.

Supervisor Mayo asked if the county needed state approval to have another elected official part of the pension board, such as a retiree. Mr. Domina stated that the process offered by the county executive was reviewed by Corporation Counsel and the opinion that was given is that the board can act on that ordinance without review or referral; in reference to Supervisor Mayo's resolution with respect to the county board chairperson appointing two members, this is directly against current state law, while the appointment by election by the retiree group is not directly prohibited by state law.

***Vote on motion to refer to staff for a report back in one cycle: (Vote 3-2)***

(Tape No. 22A-454)

AYES: Quindel, Borkowski and Johnson, T.

NOES: Endries and Cesarz (Chairman)

EXCUSED: Bailey and Zielinski

15. 03-213 An Ordinance by Supervisors Cesarz and Endries, to amend section 17.99(2)(a)

## Scheduled Items (Continued):

of the General Ordinances of Milwaukee County, as repealed and recreated by the resolution adopted under County Board File 02-147, relating to the salary of the Milwaukee County Executive beginning in the 2004 term of office. (Formerly File No. 03-P-08)

APPEARANCES: Mr. Jim Villa, Chief of Staff, County Executive's Office

**MOTION BY: (QUINDEL)** Refer to staff and the Division of Human Resources to get an objective analysis of county executive salaries around the country that have similar roles and responsibilities; include the salary, population, annual budget and staff of county government. **(Vote 2-3: MOTION FAILS)**

AYES: Quindel and Johnson, T.

NOES: Borkowski, Endries and Cesarz (Chairman)

EXCUSED: Bailey and Zielinski

**MOTION BY: (ENDRIES)** Approve. **(Vote 3-2)** (Tape No. 22A-585)

AYES: Borkowski, Endries and Cesarz (Chairman)

NOES: Quindel and Johnson, T.

EXCUSED: Bailey and Zielinski

16. 02-325 From the County Executive, recommending adoption of an ordinance to amend section 17.99(2)(b) and (c) of the General Ordinances of Milwaukee County relating to the salaries of the Milwaukee County Supervisors and the Chairman of the Milwaukee County Board beginning in the 2004 term of office. **(Also to Special Committee on Redistricting)** (Tape No. 22A-700 to 22B-237)

APPEARANCES: Mr. Jim Villa, Chief of Staff, County Executive's Office

Mr. Jerome Heer, Director of Audits

Ms. Patty Yunk, AFSCME, D.C. 48 (opposed to lowering the supervisors' salaries)

Supervisor Quindel stated that it needs to be determined how many supervisors will be serving and what the job responsibilities are before a salary can be determined.

Mr. Heer stated that he would like an opportunity to update the salary survey work, including an analysis of comparisons to the City of Milwaukee, State of Wisconsin and surrounding counties.

**MOTION BY: (QUINDEL)** Lay over until the number of supervisors is determined by the board and refer to staff to get more information on salaries, administrative staffing levels and cost per legislator.

Supervisor Borkowski mentioned a potential resolution by Supervisor Diliberti

**Scheduled Items (Continued):**

that he wanted included in the review, that basically provides for hiring an outside consultant for reviewing the supervisors' positions in the executive compensation plan.

***Vote on motion to lay over and refer to the Audit Department, Division of Human Resources and County Board staff: (Vote 5-0)***

AYES: Quindel, Borkowski, Endries, Johnson, T. and Cesarz (Chairman)

NOES: None

EXCUSED: Bailey and Zielinski

17. 03-214 From the County Executive, submitting a resolution/ordinance to amend the composition of the Pension Board membership; to impose minimum qualifications, eligibility criteria and term limits for appointments; and to amend administrative rules. (Formerly File No. 03-P-07)

**SEE ACTION UNDER NUMBER 14 ABOVE.**

18. 03-219 From the Director of Audits, submitting Audit of Milwaukee County Employee Grievance Process, dated March, 2003. **(Also to the Committee on Finance and Audit). (FOR INFORMATION ONLY)** (Formerly File No. 03-P-06)

APPEARANCES: Mr. Jerome Heer, Director of Audits (Tape No. 22B-238)

Ms. Patty Yunk, AFSCME, D.C. 48 (Tape No. 22B-325)

Chairman Cesarz stated that if there is no objection, the Personnel Committee will accept this report [concur with the Finance and Audit Committee recommendation to receive and place on file with a report back in six months].  
NO OBJECTIONS; SO ORDERED.

19. 03-104 From Director of Health and Human Services, requesting the immediate creation of three Human Service Worker positions for the Court and Delinquency Services Division. **(Also to the Committee on Finance and Audit and the Departments of Administrative Services and Division of Human Resources.) (REPORTS FROM DAS AND DHR.)**

APPEARANCES: Ms. Kathy Malone, Division Manager for Court and Delinquency Services

Mr. Charles E. McDowell, Director, DHR

**MOTION BY: (QUINDEL)** Approve items 19 and 20 (File Nos. 03-104 and 03-171). **(Vote 5-0)**

AYES: Quindel, Borkowski, Endries, Johnson, T., Cesarz (Chairman)

NOES: None

EXCUSED: Bailey and Zielinski

Scheduled Items (Continued):

20. 03-171 From Director, Department on Aging, requesting the creation of one position of Service Support Supervisor, one position of Service Support Specialist (Bilingual Spanish) and three positions of Contract Specialist to assist in expediting the process and the coordination of eligibility activities under the Family Care Program. **(Also to the Committee on Finance and Audit and the Departments of Administrative Services and Division of Human Resources.) (REPORTS FROM DAS AND DHR.)**

SEE ACTION UNDER NUMBER NINETEEN (19) ABOVE.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

*The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter:*

21. 03-164 From the Director of Labor Relations, submitting a tentative 2001-2003 agreement between Milwaukee County and the Deputy Sheriff's Association. **(Also to be considered at a joint meeting of the Committees on Finance and Audit and Personnel scheduled for March 17, 2003.)**

APPEARANCES: Mr. Timothy Schoewe, Deputy Corporation Counsel  
Mr. Scott Manske, Milwaukee County Controller

Supervisor Borkowski requested information relative to the request of the Sheriff to transfer \$900,000 from the contingency fund to cover the cost of this proposal (Tape No. 22B-565).

**MOTION BY: (JOHNSON)** Approve (Tape No. 22B-583). **(Vote 5-0)**

AYES: Quindel, Borkowski, Endries, Johnson, T., Cesarz (Chairman)

NOES: None

EXCUSED: Bailey and Zielinski

22. 03-164 **PUBLIC HEARING ON A TENTATIVE AGREEMENT FOR 2001 THROUGH 2003 BETWEEN MILWAUKEE COUNTY AND THE DEPUTY SHERIFF'S ASSOCIATION PURSUANT TO THE FOLLOWING:**

**File No. 03-164** — From the Director of Labor Relations, submitting a tentative 2001-2003 agreement between Milwaukee County and the Deputy Sheriff's Association.

**Scheduled Items (Continued):**

Chairman Cesarz called three times for anyone wishing to be heard on the public hearing portion of this meeting relative to the above item. Upon hearing no such request, he closed the public hearing (Tape No. 22B-458).

## Scheduled Items (Continued):

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STAFF PRESENT:      Mr. Robert Murphy, County Board Research Analyst  
                             Mr. Terrence Cooley, Chief of Staff  
                             Mr. Charles E. McDowell, Director, DHR  
                             Mr. Jim Villa, Chief of Staff, County Executive's Office  
                             Mr. Jerome Heer, Director of Audits  
                             Ms. Kathy Malone, Divisor Manager, Court and Delinquency Services  
                             Mr. Timothy Schoewe, Deputy Corporation Counsel  
                             Mr. Scott Manske, Milwaukee County Controller

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 12:30 p.m.

**Maribeth Welchman**

Committee Clerk

mw:4/23/2003:C:\Documents and Settings\Administrator\My Documents\personnel committee\March03\Pm031403.doc

Chairmen: Supervisor Richard D. Nyklewicz, Jr. and Supervisor Paul M. Cesarz  
Committee Clerks: Lauri Henning, 278-4227, and Maribeth Welchman, 278-4226  
Research Analysts: Rob Henken, 278-4826, and Robert Murphy, 278-5263

**SPECIAL JOINT MEETING  
OF  
COMMITTEE ON FINANCE AND AUDIT  
AND  
COMMITTEE ON PERSONNEL**

**Monday, March 17, 2003 – 1:30 p.m.**  
**Milwaukee County Courthouse, Room 203-R**

**M I N U T E S**

CASSETTE #51: Side B, #350-END

CASSETTE #52: Side A, #1-END; Side B, #1-#255

COMMITTEE ON FINANCE AND AUDIT:

PRESENT: Supervisors Coggs-Jones, Quindel, Mayo, Schmitt, Davis & Nyklewicz (Chair)

EXCUSED: Supervisor McCue

COMMITTEE ON PERSONNEL:

PRESENT: Supervisors Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair)

EXCUSED: Supervisor Bailey

**Scheduled Items:**

1. 02-503     **2003 Adopted Budget Amendments 1A003, 1A007 and 1A018** deleted  
    (a)(g)     language from the County Executive's Recommended Budget calling for  
                 the Department of Administrative Services-Fiscal Affairs Division,  
                 working with the DAS-Division of Human Resources, DAS-Labor  
                 Relations Section, the Audit Department and County Board staff, to  
                 study the Legislative Audit Bureau recommendations to assign DAS  
                 responsibility for drafting fiscal notes for proposed changes to the  
                 Milwaukee County Employees' Retirement System and to establish  
                 specific requirements for the contents of a fiscal note, and referred such  
                 language to the Committees on Finance and Audit and Personnel.

51-B-365     **APPEARANCES:**

Rob Henken, Director of County Board Research  
Steve Mokrohisky, County Executive's Office

Mr. Henken drafted a resolution for the Committees' consideration that reflects the language that was deleted from the 2003 Recommended Budget. He explained that the only change he made to what was recommended was to extend the timetable for the report back.

### **Scheduled Items (Continued):**

The following amendment was submitted by Supervisors Nyklewicz and Cesarz:

#### **1. ADD the following WHEREAS clause after Line 49:**

“WHEREAS, on February 25, 2003, the Greater Milwaukee Committee’s Select Committee on Milwaukee County Government submitted its review of County government to the County Executive and County Board, and that report contained several recommendations related to fiscal analysis of proposed wage and benefit changes, which are summarized as follows:

- Staff should provide policymakers with analysis of wage & benefit packages that includes short- and long-term impacts on both the operating budget and the Pension Fund, as well as department-by-department impacts.
- Determining the fiscal note for wages and benefits should include an assessment of costs at the initial point of development of the negotiating strategy for labor packages. The executive branch, legislative branch and their respective analytical and audit staff should conduct this analysis.
- The County Controller should be involved early in the process of developing the whole package for compensation, at the point of strategy development, to ensure that relevant accounting impacts are considered before negotiations begin.
- Fiscal notes for major wage and benefit legislation should receive additional independent verification.
- Organizational or contract independence needs to be established for persons employed or engaged to conduct analysis of the whole package of compensation costs. Placing County Board and administrative analysts in the civil service system could strengthen independence of staff. Drawing on existing staff resources to create an independent fiscal bureau would enhance independence further.”

## Scheduled Items (Continued):

### **2. MODIFY the WHEREAS clause beginning on Line 51 as follows:**

"WHEREAS, at a joint meeting on March 17, 2003, the Committees on Finance and Audit and Personnel each recommended adoption by a vote of \_\_\_\_ of the recommendation that County staff study the LAB recommendation to assign DAS-Fiscal Affairs the responsibility for drafting all fiscal notes for proposed changes to the ERS and to establish specific requirements for the contents of a fiscal note, and also directed staff to consider relevant recommendations made by the GMC Select Committee on Milwaukee County Government regarding fiscal analysis of wage and benefit changes in the course of their study; now, therefore,"

### **3. ADD the following as the first BE IT FURTHER RESOLVED clause:**

"BE IT FURTHER RESOLVED, that in the course of their study, the County staff cited above also shall consider relevant recommendations made by the GMC Select Committee on Milwaukee County Government regarding fiscal analysis of wage and benefit changes; and"

Mr. Henken explained that the aforesaid amendment recognizes that there were several recommendations by the GMC Select Committee on Milwaukee County Government that fit under the general heading of policy related to the consideration of fiscal issues pertaining to wage and benefit packages. The recommendation in the budget embodied the LAB recommendations, which called upon staff to take a look at having the Department of Administrative Services bear the responsibility for drafting fiscal notes for proposed changes to the Milwaukee County Employees' Retirement System. There were five different recommendations in the GMC Select Committee report that addressed that general topic as well. The thinking behind this amendment is that while staff has been called upon to study the LAB recommendations they may also wish to consider the GMC recommendations.

Mr. Mokrohisky stated that the County Executive is supportive of doing a study and incorporating all the items from the GMC Select Committee.

***ACTION BY: (Quindel) approve the amendment by Supervisors Nyklewicz and Cesarz as set forth above.***

**Scheduled Items (Continued):**

**FINANCE AND AUDIT COMMITTEE: 6-0**

**AYES:** Coggs-Jones, Quindel, Mayo, Schmitt, Davis & Nyklewicz  
(Chair) – 6

**NOES:** 0

**EXCUSED:** McCue

**PERSONNEL COMMITTEE: 6-0**

**AYES:** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz  
(Chair) – 6

**NOES:** 0

**EXCUSED:** Bailey

**ACTION BY:** (Quindel) *approve the resolution as amended.*

**FINANCE AND AUDIT COMMITTEE: 6-0**

**AYES:** Coggs-Jones, Quindel, Mayo, Schmitt, Davis & Nyklewicz  
(Chair) – 6

**NOES:** 0

**EXCUSED:** McCue

**PERSONNEL COMMITTEE VOTE: 6-0**

**AYES:** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz  
(Chair) – 6

**NOES:** 0

**EXCUSED:** Bailey

2. 02-503 (a) **2003 Adopted Budget Amendment 1A015** deleted language from the County Executive's Recommended Budget calling for the Department of Administrative Services, including the Human Resources and Fiscal Affairs Divisions, to conduct a study exploring the creation of a countywide clerical pool to provide clerical services on a shared basis to all County departments, as suggested in the Department of Administrative Services reorganization report, and referred such language to the Committees on Finance and Audit and Personnel.

51-B-415 **APPEARANCES:**  
Rob Henken, Director of County Board Research  
Steve Mokrohisky, County Executive's Office  
Terry D. Kocourek, Fiscal and Budget Administrator

### **Scheduled Items (Continued):**

Mr. Henken drafted a resolution for the Committees' consideration that reflects the language that was deleted from the 2003 Recommended Budget.

Mr. Mokrohisky shared some concerns expressed by Mr. Kocourek about his ability to do such a study in light of all the other work groups and reports being requested from the Department of Administrative Services. He indicated that this item was included in the County Executive's Recommended Budget, along with many other policy items, more as a notification of issues that might be worked on. At this time, it may not be a top priority given all the other projects underway.

Mr. Kocourek stated this was an idea that had some traction during preparation of the budget. In the reorganization of the Department of Administrative Services, this idea was followed in that the Office for Persons with Disabilities and the Economic Development Division both gave up a clerical position in their budgets and are now receiving clerical service from the DAS-Fiscal Affairs Division. His concern about undertaking such a study at this time is that the Department of Administrative Services is involved in several major initiatives, with the most pressing obviously trying to deal with the County's fiscal problems. This particular item is going to be examined within the normal course of events as departments look at their budgets and as DAS develops the entire County budget. This should not be a top priority for the Department at this time. Therefore, he recommended that the matter be laid over.

Chairman Nyklewicz suggested that the matter be referred to the Department of Administrative Services, which can report back if it feels action is warranted in the future. Mr. Kocourek was amenable to such an action.

***ACTION BY: (Mayo) refer to the Department of Administrative Services.***

Supervisor Borkowski suggested that the referral also include the Division of Human Resources-Labor Relations if the County decides to initiate clerical pools.

Further comments followed.

**Scheduled Items (Continued):**

**FINANCE AND AUDIT COMMITTEE:**

***ACTION BY: (Mayo) refer to the Department of Administrative Services and the Division of Human Resources-Labor Relations. 6-0***

***AYES:*** Coggs-Jones, Quindel, Mayo, Schmitt, Davis & Nyklewicz  
(Chair) – 6

***NOES:*** 0

***EXCUSED:*** McCue

**PERSONNEL COMMITTEE:**

***ACTION BY: (Borkowski) refer to the Department of Administrative Services and the Division of Human Resources-Labor Relations. 6-0***

***AYES:*** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz  
(Chair) – 6

***NOES:*** 0

***EXCUSED:*** Bailey

3. 02-503 (a)(h) **2003 Adopted Budget Amendment 1A016** deleted language from the County Executive's Recommended Budget calling for the establishment of a new Personnel Flexibility Policy, and referred such language to the Committees on Finance and Audit and Personnel.

51-B-480 **APPEARANCES:**

Rob Henken, Director of County Board Research  
Charles E. McDowell, Director of Human Resources  
Jerome J. Heer, Director of Audits  
Supervisor Daniel Diliberti, 8<sup>th</sup> District  
Steve Mokrohisky, County Executive's Office  
Terry D. Kocourek, Fiscal and Budget Administrator  
Supervisor Robert Krug, 9<sup>th</sup> District  
Gertie Purifoy, AFSCME District Council 48  
Douglas Jenkins, Deputy Director of Audits  
Timothy Schoewe, Deputy Corporation Counsel

Mr. Henken drafted a resolution-ordinance for the Committees' consideration that reflects the language that was deleted from the 2003 Recommended Budget. He pointed out that this item is different than the two previous items in that it would implement some significant new policies. The other items called for studies.

### Scheduled Items (Continued):

Mr. Kocourek explained that this was an idea that germinated through the strategic planning process. It is basically responding to departmental concerns. He commented that a lot of department heads have expressed concern and frustration about the ability to get positions filled and the process that needs to be followed to get positions filled. He understands that this may be perceived as a radical change. He noted that over half of the DAS report talked about processes and the fact that we need to focus on changing the way we do things in order to become more efficient. The Personnel Flexibility Policy is an attempt to respond to concerns raised and to streamline the process of filling positions. The caveat included in this policy is that in order for a department to have the ability to create a position they need to sign a statement or make a pledge that they are not going to experience a budget deficit.

Chairman Nyklewicz asked if the recent request by the Sheriff to create a public relations position would have occurred without County Board approval under the new policy inasmuch as a Department representative indicated that the Sheriff would find a way to absorb the cost within his personnel budget. Mr. Kocourek replied that, in his opinion, this would not have occurred because there is still a projected deficit in the Sheriff's overall departmental budget and the Sheriff likely would not have signed a pledge guaranteeing that the Department would not run a deficit.

In response to a query by Chairman Cesarz, Mr. McDowell stated he wholeheartedly supports the Personnel Flexibility Policy.

A very lengthy discussion ensued.

***ACTION BY: (Quindel) amend the ordinance by adding language to subsection (1) of Section 17.05 as set forth below:***

***"A request to create a position in a new classification or an additional position in an existing classification shall be made to the department of administrative services-human resources division to determine the appropriate classification, title and pay. Such review will include the reason for the change as well as the qualifications, duties, title and compensation expected for any additional positions. A similar procedure shall be followed in creating positions required as part of a grant-funded program. Filling the grant-funded positions shall not require department of administrative services or county board approval if the grant application has been properly approved, though each member of the County Board shall be notified in writing when a***

**Scheduled Items (Continued):**

**position is created or filled as part of a grant-funded program. The written communication shall describe the anticipated duration of the grant and shall note that the position will be abolished when the grant expires."**

**FINANCE AND AUDIT COMMITTEE: 4-2**

**AYES:** Coggs-Jones, Quindel, Mayo & Schmitt – 4

**NOES:** Davis & Nyklewicz (Chair) – 2

**EXCUSED:** McCue

**PERSONNEL COMMITTEE: 5-1**

**AYES:** Quindel, Zielinski, Endries, T. Johnson & Cesarz (Chair) – 5

**NOES:** Borkowski – 1

**EXCUSED:** Bailey

**FINANCE AND AUDIT COMMITTEE:**

***ACTION BY: (Coggs-Jones) refer to Corporation Counsel for a written opinion on the legality of the Board delegating the position authority as fashioned in the draft resolution-ordinance and report back to the Committees on Finance and Audit and Personnel and the County Board. 5-1***

**AYES:** Coggs-Jones, Mayo, Schmitt, Davis & Nyklewicz (Chair) – 5

**NOES:** Quindel – 1

**EXCUSED:** McCue

**PERSONNEL COMMITTEE:**

***ACTION BY: (Quindel) approve the resolution-ordinance, as amended, with the understanding that Corporation Counsel respond on the legality of the Personnel Flexibility Policy prior to County Board Day (March 20). (LATER WITHDRAWN)***

***ACTION BY: (Zielinski) refer to Corporation Counsel. 2-4 (FAILED)***

**AYES:** Zielinski & Borkowski – 2

**NOES:** Quindel, Endries, T. Johnson & Cesarz (Chair) – 4

**EXCUSED:** Bailey

**Scheduled Items (Continued):**

***ACTION BY: (Quindel) lay over. 3-3 (FAILED)***

***AYES:*** Quindel, Zielinski & Borkowski – 3

***NOES:*** Endries, T. Johnson & Cesarz (Chair) – 3

***EXCUSED:*** Bailey

***ACTION BY: (T. Johnson) approve the resolution-ordinance as amended. 4-2***

***AYES:*** Quindel, Endries, T. Johnson & Cesarz (Chair) – 4

***NOES:*** Zielinski & Borkowski – 2

***EXCUSED:*** Bailey

4. 03-109 Resolution by Supervisor Mayo, to provide sufficient funds to enable the Pension Study Commission to fulfill its legal obligations. **(Referred to Committee on Finance and Audit and Committee on Personnel)**

52-A-  
586

**FINANCE AND AUDIT COMMITTEE:**

***ACTION BY: (Mayo) refer to County Board staff and the Department of Administrative Services. 6-0***

***AYES:*** Coggs-Jones, Quindel, Mayo, Schmitt, Davis & Nyklewicz (Chair) – 6

***NOES:*** 0

***EXCUSED:*** McCue

**PERSONNEL COMMITTEE:**

***ACTION BY: (Quindel) refer to County Board staff and the Department of Administrative Services. 5-1***

***AYES:*** Quindel, Zielinski, Borkowski, T. Johnson & Cesarz (Chair) – 5

***NOES:*** Endries – 1

***EXCUSED:*** Bailey

5. 03-194 Resolution by Supervisor Mayo, to implement a procedural process that would provide sufficient oversight for the review and adoption of any recommended changes to pension provisions contained in a County employee wage and benefit package proposal. **(Referred to Committee on Finance and Audit and Committee on Personnel)**

52-A-  
616

**APPEARANCES:**

Jerome J. Heer, Director of Audits

## **Scheduled Items (Continued):**

At the request of Supervisor Mayo, Mr. Heer explained the flow chart attached to the subject resolution.

Discussion ensued.

### **FINANCE AND AUDIT COMMITTEE:**

***ACTION BY: (Mayo) refer to County Board staff and Audit Department for further review. 6-0***

**AYES:** Coggs-Jones, Quindel, Mayo, Schmitt, Davis & Nyklewicz  
(Chair) – 6

**NOES:** 0

**EXCUSED:** McCue

### **PERSONNEL COMMITTEE:**

***ACTION BY: (Borkowski) refer to County Board staff and Audit Department for further review. 6-0***

**AYES:** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz  
(Chair) – 6

**NOES:** 0

**EXCUSED:** Bailey

### **\*\*COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION)\*\***

***The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e) and (g), for the purpose of discussing the following matter. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the said matter.***

6.      03-164      From Director of Labor Relations, submitting documents relating to the tentative agreement with the Deputy Sheriffs Association.

52-B-1      **APPEARANCE:**  
Troy Hamblin, Director of Labor Relations

The Committees did not convene in closed session.

### Scheduled Items (Continued):

It was noted that the Committee on Personnel, at its regular meeting on March 14, 2003, recommended approval (vote 5-0) of the agreement with the Deputy Sheriffs' Association. Therefore, the Committee on Finance and Audit need only act today on the matter.

Comments ensued.

***ACTION BY: (Mayo) approve. 6-0***

***AYES:*** Coggs-Jones, Quindel, Mayo, Schmitt, Davis & Nyklewicz (Chair) – 6

***NOES:*** 0

***EXCUSED:*** McCue

\*\*\*\*\*

### **FINANCE AND AUDIT COMMITTEE ITEM ONLY:**

7. 02-1 Fund Transfer request from the Sheriff to transfer \$978,118 from the contingent fund to offset an accrual entry made by the Controller in anticipation of the settlement of the Deputy Sheriffs Association labor agreement. **(Laid over by the Finance and Audit Committee on 3/13/03.)**

52-B-60

#### **APPEARANCE:**

Terry D. Kocourek, Fiscal and Budget Administrator

Chairman Nyklewicz explained that the subject fund transfer was recommended for denial by the County Executive as the County Board had not yet acted on the agreement with the Deputy Sheriffs' Association. As the Finance and Audit and Personnel Committees have recommended approval of the Deputy Sheriffs' Association agreement, he suggested that the fund transfer could also be recommended for approval.

***ACTION BY: (Mayo) approve the subject fund transfer.***

Questions and comments followed.

#### **Vote on approval of the fund transfer: 5-1**

***AYES:*** Coggs-Jones, Mayo, Schmitt, Davis & Nyklewicz (Chair) – 5

***NOES:*** Quindel – 1

***EXCUSED:*** McCue

## **Scheduled Items (Continued):**

*ADA accommodation requests should be filed with the Milwaukee County Executive Office for Persons with Disabilities, 278-3932 (voice) or 278-3937 (TTD), upon receipt of this notice.*

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### **STAFF PRESENT:**

Terry D. Kocourek, Fiscal and Budget Administrator  
Jerome J. Heer, Director of Audits  
Douglas Jenkins, Deputy Director of Audits  
Charles E. McDowell, Director of Human Resources  
Jertha Ramos-Colon, Deputy Director of Human Resources  
Troy Hamblin, Director of Labor Relations  
Timothy Schoewe, Deputy Corporation Counsel  
Scott Manske, Controller  
Robert Murphy, County Board Senior Research Analyst  
Rob Henken, Director of County Board Research

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This meeting was recorded on tape. Committee files contain copies of reports and resolutions/ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of Meeting: 1:35 p.m. to 3:35 p.m.

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Adjourned,

**Lauri Henning**

Lauri Henning, Chief Committee Clerk  
Committees on Finance and Audit and Personnel

Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Maribeth Welchman, 278-4226  
Research Analyst: Robert Murphy, 278-5263

**COMMITTEE ON PERSONNEL**  
***Friday, April 11, 2003 – 1:00 p.m.***  
**Milwaukee County Courthouse, Room 201-B**  
**MINUTES**

TAPE NO. 23, Side A, No. 005 to 750

**ROLL CALL:**

**PRESENT:** Supervisors Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz (Chairman)

**EXCUSED:** None

**Scheduled Items:**

1. 03-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

2. 03-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

3. 03-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

4. 03-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

5. 03-213 Report, referred back, recommending adoption of an ordinance by Supervisors Cesarz and Endries to amend section 17.99(2)(a) of the General Ordinances of Milwaukee County, as repealed and recreated by the resolution adopted under County Board File 02-147, relating to the salary of

**Scheduled Items (Continued):**

the Milwaukee County Executive beginning in the 2004 term of office.

APPEARANCES: Mr. Charles E. McDowell, Director, DHR  
Mr. Robert Murphy, County Board Research Analyst  
Supervisor Robert Krug, 9<sup>th</sup> District

**MOTION BY: (BORKOWSKI)** Approve [reaffirm previous position to approve] (Tape No. 22A-080). **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

6. 03-195 Resolution/Ordinance by Supervisor McDonald, to remove the ability for future elected county officials to gain membership in and eligibility for accrual of deferred pension benefits as participants in the County Employees' Retirement System.

APPEARANCES: Supervisor Robert M. McDonald, Sixth District  
Mr. William Domina, Milwaukee County Corporation Counsel

Supervisor Zielinski asked if the resolution/ordinance included the Sheriff, the County Executive and other elected officials or just county board members. Supervisor McDonald replied that his intention was to only include county board members. Mr. Domina stated that the resolution/ordinance, as written, would apply to all elected officials.

**MOTION BY: (JOHNSON)** Lay over and work on finding an alternative to the pension system for elected officials. **(Vote 6-1)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Johnson, T., and Cesarz (Chairman)

NOES: Endries

EXCUSED: None

7. 03-257 Resolution/Ordinance by Supervisor McCue, to prohibit County employees from being in a position where they would supervise a relative or be supervised by a relative related by blood or marriage (Tape No. 22A-574).

**MOTION BY: (BAILEY)** Lay over until Supervisor McCue has an opportunity to appear before the committee. **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

**Scheduled Items (Continued):**

8. 03-260 Ordinance by Supervisor Cesarz to amend Sections 17.05(2)(c)(5) and (7), 17.055(4), 17.08(2)(a), 17.085(8), 17.09(3), 17.10(4), 17.23 and 17.265(7) of the General Ordinances of Milwaukee County relative to informational reports forwarded to the Committee on Personnel.

APPEARANCES: Supervisor Robert Krug, 9<sup>th</sup> District (request lay over for one month)

Mr. Bill Mollenhauser, Milwaukee D.C. 48

**MOTION BY: (JOHNSON)** Lay over (Tape No. 22A-635). **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

9. 03-P-9 Update from County Board staff relative to various resolutions and/or ordinances and recommendations related to the Pension Board composition. **(FOR INFORMATION ONLY) (Copy attached to original copy of these minutes.)**

APPEARANCES: Mr. Robert Murphy, County Board Research Analyst  
Ms. Lee Hendersen, AFSCME

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

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STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst  
Mr. Charles E. McDowell, Director, DHR  
Mr. William Domina, Milwaukee County Corporation Counsel

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Adjourned: 2:00 p.m.

**Maribeth Welchman**

Committee Clerk

mw:4/24/2003:C:\Documents and Settings\Administrator\My Documents\personnel committee\April03\Pm041103.doc

Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Maribeth Welchman, 278-4226  
Research Analyst: Robert Murphy, 278-5263

**COMMITTEE ON PERSONNEL**  
**Friday, May 16 , 2003 – 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**  
**MINUTES**

TAPE NO. 23, Side B, No. 001 to end of tape

TAPE NO. 24, Side A, No. 001 to 525

**ROLL CALL:**

**PRESENT:** Supervisors Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz  
(Chairman)

**EXCUSED:** None

**Scheduled Items:**

1. 03-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Chairman Cesarz stated that unless there is a request for action, items one through five and seven and eight would be accepted as informational reports with no further action necessary. Upon hearing no objections, he so ordered (tape no. 23B-452).

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

2. 03-25(a) Report from County Board staff relative to reclassification of existing positions in the Department of Human Resources. **(LAID OVER 3/14/03) (FOR INFORMATIONAL PURPOSES)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

3. 03-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

**Scheduled Items (Continued):**

4. 03-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

5. 03-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

6. 03-P-11 From the Director of Human Resources relative to the Clerical Position Study for Locals 594 and 1654 of AFSCME, District Council 48. **(FOR INFORMATIONAL PURPOSES) (Copy attached to original copy of these minutes.)**

APPEARANCES: Ms. Jertha Ramos-Colon, Deputy Director, DHR (tape no. 23B-456)

Ms. Ramos-Colon submitted an amended page three to the report from the Director, DHR. Chairman Cesarz explained that this is an informational report, with changes scheduled to go into effect May 25, 2003.

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

7. 03-P-10 2002 Year-End Outcomes Measures Progress Reports from the Personnel Review Board and Division of Human Resources. **(FOR INFORMATIONAL PURPOSES) (Copy attached to original copy of these minutes.)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

APPEARANCES: Ms. Jertha Ramos-Colon, Deputy Director, DHR

Supervisor Quindel requested reconsideration (tape 24A-450); no further action was taken on the above item.

8. 02-384 (a) From Manager, Information Management Services Division, submitting the first of quarterly reports on the progress of the Human Resource System Management Committee. **(FOR INFORMATIONAL PURPOSES)**

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

9. 03-260 Ordinance by Supervisor Cesarz to amend Sections 17.05(2)(c)(5) and (7), 17.055(4), 17.08(2)(a), 17.085(8), 17.09(3), 17.10(4), 17.23 and 17.265(7) of the General Ordinances of Milwaukee County relative to informational reports forwarded to the Committee on Personnel. **(LAID OVER 4/17/03;**

**Scheduled Items (Continued):**

**communication from Chairman Cesarz dated 4/23/03.)**

APPEARANCES: Mr. Bill Mollenhauer, Milwaukee D.C. 48  
Dr. Ann Moore, Behavioral Health Division  
Ms. Gertie Purifoy, DC 48  
Supervisor John F. Weishan, Jr., Twenty-Second District  
Mr. Troy Hamblin, Director, Labor Relations

Discussion ensued regarding the open meetings law requirements, notification procedures and access to information. Supervisor Quindel in the Chair (tape no. 24A-035); Supervisor Zielinski in the Chair (tape no. 24A-177).

**MOTION BY: (JOHNSON) Approve. (Vote 3-3)**

AYES: Cesarz, Endries and Johnson, T.  
NOES: Quindel, Borkowski and Zielinski (Acting Chairman)  
EXCUSED: Bailey

10. 03-279 Resolution by Supervisors McCue, Borkowski and Holloway, calling for the implementation of a county-wide policy on the disposal of sensitive documents and establishment of a County employee identification method that does not rely upon a County employee's Social Security Number for administrative purposes.

APPEARANCES: Supervisor Ryan P. McCue, Twenty-Fourth District

**MOTION BY: (BORKOWSKI) Amend line 42 to add, after the words "outside source:" but not labor organizations with standing employee agreements.**

Approve, as amended. **(Vote 6-1)**

AYES: Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)  
NOES: Quindel  
EXCUSED: None

11. 03-310 Resolution/Ordinance by Supervisor Mayo to revise Milwaukee County General Ordinances, Section 17.19, to reflect the changes in Federal Law that permit leaves of absences for "inactive periods of training" for employees who are members of the military reserves. (Formerly File No. 03-P-12) (Tape no. 23B-024)

APPEARANCES: Supervisor Michael Mayo, Sr., Seventh District  
Mr. Charles E. McDowell, Director, DHR  
Mr. Robert Murphy, County Board Senior Research Analyst  
Mr. Bill Mollenhauer, Milwaukee D.C. 48

Supervisor Mayo stated that Supervisor Tim Johnson would like to be a co-

Scheduled Items (Continued):

sponsor of this resolution.

**MOTION BY: (BAILEY)** Refer to the department regarding concerns with the fiscal note and costs involved with paying an employee who is not working at their county job; refer to DHR and DAS for fiscal analysis.

**MOTION BY: (QUINDEL)** Request more information on the private sector, how many current county employees are in inactive military service and how this may create an incentive for people to join the military. **Amendment accepted by Supervisor Bailey.**

**MOTION BY: (BAILEY)** Refer to Corporation Counsel to determine how this will affect union contracts (tape no. 23B-413).

**Vote on motion to refer to the Division of Human Resources, Department of Administrative Services and Corporation Counsel: (7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

**RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE.**

12. 02-503 From the Director of Human Resources, requesting approval of the rate of pay and classification of one position created in the 2003 Adopted Budget in the Corporation Counsel's office. (Tape no. 24A-391)

**MOTION BY: (BORKOWSKI)** Approve. **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

13. 03-295 From Director, Department of Health & Human Services, requesting creation of one (1) Economic Support Supervisor-I position. **Also to the Committee on Finance and Audit and the Departments of Administrative Services and Division of Human Resources. (REPORT FROM DAS AND DHR.)** (Tape no. 24A-419)

**MOTION BY: (QUINDEL)** Approve. **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

## Scheduled Items (Continued):

14. 03-259 (a)(a) From Superintendent, House of Correction, requesting the abolishment of 59 positions and the creation of one position of Food Production Contract Administrator – HOC within the Food Service Unit at the House of Correction to monitor and implement the contract with Aramark Correctional Services, Inc. for provision of inmate food service. **Also to the Committee on Finance and Audit and the Departments of Administrative Services (DAS) and Division of Human Resources (DHR). (REPORT FROM DAS AND DHR.)**

**MOTION BY: (QUINDEL)** Approve. **(Vote 4-3\*)**

AYES: Quindel, Bailey, Johnson, T., and Cesarz (Chairman)

NOES: Zielinski, Borkowski and Endries

EXCUSED: None

Supervisor Zielinski requested unanimous consent to be recorded as voting aye on the above item. Upon hearing no objections, Chairman Cesarz so ordered the record changed (tape no. 24A-521).

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STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst  
Ms. Jertha Ramos-Colon, Deputy Director, DHR  
Mr. Charles E. McDowell, Director, DHR  
Dr. Ann Moore, Behavioral Health Division  
Mr. Troy Hamblin, Director, Labor Relations Division

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 10:40 a.m.

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Maribeth Welchman, Committee Clerk

mw:4/24/2003:C:\Documents and Settings\Administrator\My Documents\My Documentsmw\personnel committee\May03\Pm051603.doc

Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Maribeth Welchman, 278-4226  
Research Analyst: Robert Murphy, 278-5263

## COMMITTEE ON PERSONNEL

Friday, June 13 , 2003 -- 9:00 a.m.  
Milwaukee County Courthouse, Room 201-B

### MINUTES

CASSETTE #24: Side A, #523-END; Side B, #1-END  
CASSETTE #25: Side A, #1-#331

PRESENT: Supervisors Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair)  
EXCUSED: Supervisor Bailey

#### Scheduled Items:

1. 03-22(a) From the Director of Human Resources (DHR) relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

***The Committee took no action regarding this informational report.***

2. 03-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

***The Committee took no action regarding this informational report.***

3. 03-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

***The Committee took no action regarding this informational report.***

4. 03-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

***The Committee took no action regarding this informational report.***

**Scheduled Items (Continued):**

5. 03-350 From County Board Chief of Staff, requesting approval of the advancement to the third step of Pay Range 21M of the incumbent in the reclassified position of Administrative Assistant – Assistant to Chief of Staff.

24-A-555 **APPEARANCE:**  
Terrence D. Cooley, County Board Chief of Staff

***ACTION BY: (W. Johnson) approve. 6-0***

***AYES:*** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 6

***NOES:*** 0

***EXCUSED:*** Bailey

***RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:***

6. 03-344 From Director of Parks, Recreation and Culture, requesting the abolishment of one Forestry Coordinator position and the creation of one position of Landscape Services Supervisor. **(Also to the Committee on Finance and Audit, Department of Administrative Services (DAS) and Division of Human Resources.) (REPORT FROM DHR RECOMMENDING CLASSIFICATION AND RATE OF PAY FOR THE POSITION OF LANDSCAPE SERVICES SUPERVISOR; REPORT FROM DAS.)**

24-A-580 **APPEARANCES:**  
Bill Mollenhauer, AFSCME District Council 48  
Greg McKinstry, Parks Department

***ACTION BY: (Quindel) approve.***

Discussion ensued.

**Vote on approval: 5-1**

***AYES:*** Quindel, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 5

***NOES:*** Zielinski – 1

***EXCUSED:*** Bailey

Scheduled Items (Continued):

7. 03-353 From the Sheriff, requesting abolishment of two positions each of Nursing Supervisor and Nursing Practitioner, one position of Mental Health Services Manager and five positions of Psychiatric Social Worker and creation of one position each of Psychiatric Social Worker Supervisor and Mental Health Case Management Specialist (Sheriff), in order to provide more effective mental health services and allow for better integration of services with the community. **(Also to the Committee on Finance and Audit, Department of Administrative Services and Division of Human Resources.) (REPORT FROM DHR RECOMMENDING CLASSIFICATIONS AND RATES OF PAY FOR THE TWO MENTAL HEALTH POSITIONS; REPORT FROM DAS.)**

24-A-635 ***ACTION BY: (Zielinski) lay over [as also recommended by the Finance and Audit Committee on 6/12/03]. 6-0***

***AYES:*** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 6

***NOES:*** 0

***EXCUSED:*** Bailey

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8. 03-260 Report, referred back 5/22/03, making no recommendation by reason of a tie vote in committee on a motion to adopt an amended ordinance amending Sections 17.05(2)(c)(5) and (7), 17.055(4), 17.08(2)(a), 17.085(8), 17.09(3), 17.10(4), 17.23 and 17.265(7) and (9) of the General Ordinances of Milwaukee County relative to informational reports forwarded to the Committee on Personnel. **(Memo from Chairman Cesarz)**

24-A-680 ***APPEARANCES:***

Charles E. McDowell, Director of Human Resources

Jertha Ramos-Colon, Deputy Director of Human Resources

Mary Ann Grimes, Deputy Corporation Counsel

***ACTION BY: (T. Johnson) approve the subject ordinance.***

Comments ensued.

**SUPERVISOR ZIELINSKI IN THE CHAIR.**

Supervisor Cesarz commented on the ordinance after which he made the following motion.

Scheduled Items (Continued):

**ACTION BY:** (Cesarz) amend the ordinance as follows:

**On page three, line 108, following the strikeout word “~~purposes.~~”,  
ADD the following language that had inadvertently been omitted :**

***“If a county supervisor objects in writing to the committee chairperson and appropriate committee clerk at least 48 hours prior to the meeting, to the decision of the director ~~within seven (7) working days of receiving this report,~~ the appointment at an advanced step of the pay range shall be held in abeyance until resolved by the county board, upon recommendation of the committee, and subsequent county executive action. If no county supervisor objects, the appointment at an advanced step of the pay range shall be implemented the first day of the first pay period following the meeting of the committee. In the event the county board takes no action on an appointment at an advanced step of the pay range, after receipt of a recommendation from the committee, the appointment at an advanced step of the pay range shall be implemented the first day of the first pay period following action by the county executive or, in the event of a veto, final county board action.”***

***THERE BEING NO OBJECTION, THE AMENDMENT WAS SO ORDERED.***

Further discussion followed.

**Vote on approval as amended: 3-3**

**AYES:** Cesarz, Endries & T. Johnson – 3

**NOES:** Quindel, Borkowski & Zielinski (Chair) – 3

**EXCUSED:** Bailey

***This item will be reported to the County Board without recommendation.***

9. 02-503 Report, referred back 3/20/03, recommending adoption of a  
(a)(h) resolution/ordinance approving a Personnel Flexibility Policy as described in the County Executive’s 2003 Recommended Budget and amended by the Finance and Audit and Personnel Committees. **(Also referred back to Finance and Audit Committee) (REVISED ORDINANCE FROM HUMAN RESOURCES, CORPORATION COUNSEL AND COUNTY BOARD STAFF, AND LEGAL OPINION FROM PRINCIPAL ASSISTANT CORPORATION COUNSEL)**

24-B-159

**APPEARANCES:**

Mary Ann Grimes, Deputy Corporation Counsel  
Charles E. McDowell, Director of Human Resources  
Bill Mollenhauser, AFSCME District Council 48

Scheduled Items (Continued):

***ACTION BY: (T. Johnson) approve the revised resolution/ordinance.***

A lengthy discussion ensued.

***ACTION BY: (Zielinski) lay over. 3-3 (FAILED)***

***AYES:*** Quindel, Zielinski & Borkowski – 3

***NOES:*** Endries, T. Johnson & Cesarz (Chair) – 3

***EXCUSED:*** Bailey

**Vote on approval: 3-3**

***AYES:*** Endries, T. Johnson & Cesarz (Chair) – 3

***NOES:*** Quindel, Zielinski & Borkowski – 3

***EXCUSED:*** Bailey

***This item will be reported to the County Board without recommendation.***

10. 03-310 Resolution by Supervisors Mayo and T. Johnson, to revise County General Ordinance, Section 17.19, to reflect the changes in Federal Law that permit leave of absences for “inactive periods of training” for employees who are members of military reserves. **(Referred to Department of Administrative Service, Division of Human Resources and Corporation Counsel to respond to the following concerns: fiscal analysis of paying an employee who is not working at their county job; how many current county employees are in inactive military service; similar benefits provided by the private sector; and how passage of this ordinance may affect labor agreements.)**

24-B-580

**APPEARANCES:**

Charles E. McDowell, Director of Human Resources

Mary Ann Grimes, Deputy Corporation Counsel

Joanne Dobberfuhl, Department of Human Resources

***ACTION BY: (T. Johnson) approve the subject resolution/ordinance.***

A lengthy discussion ensued, during which many questions were raised regarding the subject proposal.

***ACTION BY: (T. Johnson) WITHDRAW previous motion and instead move to lay over.***

Questions and commented continued. Ms. Grimes indicated that the proposed ordinance recognizes what the County is currently doing.

Scheduled Items (Continued):

*Supervisor Zielinski asked that the lay over include direction to Corporation Counsel and the Division of Human Resources to report back on what statutory authority the County is currently awarding inactive duty training hours of pay. If there is no ordinance or statutory authority, could the County stop that policy, thereby saving the dollars currently paid out? Chairman Cesarz commented that the Committee's discussion today all lead to that question – What is the County's current cost? What is the number of active employees? What is the number of inactive employees? Is the County in compliance with the federal law? Lastly, what is the total fiscal impact of enacting the subject resolution/ordinance?*

Vote on lay over with referral to Corporation Counsel and DHR: 5-0

**AYES:** Quindel, Zielinski, Borkowski, Endries, & Cesarz (Chair) – 5

**NOES:** 0

**EXCUSED:** Bailey & T. Johnson

11. 03-351 From Pension Board Chairman, Milwaukee County Employees' Retirement System, relative to County Contribution to the Employees' Retirement System and OBRA 1990 Retirement System. **(Also to the Committee on Finance and Audit)**

25-A-88 It was noted that the Finance and Audit Committee, on June 12, 2003, referred this item to County Board staff for further review and analysis and to look at other options/alternatives.

***ACTION BY: (Quindel) lay over. 6-0***

**AYES:** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 6

**NOES:** 0

**EXCUSED:** Bailey

12. 03-15 From the Director of Human Resources requesting authorization to extend temporary and emergency appointments originally made between February 1 (a)(c) and March 30, 2003.

25-A-117 ***ACTION BY: (Borkowski) approve. 6-0***

**AYES:** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 6

**NOES:** 0

**EXCUSED:** Bailey

### Scheduled Items (Continued):

13. 03-P-9 Update from County Board staff relative to recommendations related to the Pension Board composition. **(FOR INFORMATIONAL PURPOSES)**

25-A-140 **APPEARANCE:**

Robert Murphy, County Board Senior Research Analyst

Mr. Murphy gave a verbal update on the subject matter and indicated that a detailed report would be forthcoming at the Committee's next meeting.

14. 03-176 Resolution by Supervisor Mayo, to amend the membership of the Pension Board from seven to nine members by expanding the number of appointments from an existing three members to five members, two of whom would be appointed by the county board chairperson, the elimination of the ex-officio member, and to increase the number of employee elected members from three to four with the new member to be designated as a retiree of county serve and elected by members of the pension system who are themselves retired. **(Also to Committee on Intergovernmental Relations) (4/11/03: REFERRED TO STAFF)**

25-A-130 Chairman Cesarz indicated that Supervisor Mayo asked that this item be laid over until next month.

***ACTION BY: (Quindel) lay over as requested by Supervisor Mayo. 6-0***

***AYES:*** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 6

***NOES:*** 0

***EXCUSED:*** Bailey

NOTE: The next regular meeting of the Committee on Personnel is July 18, 2003. All items for the agenda must be in the Committee Clerk's possession by the end of the business day on Wednesday, July 9, 2003.

***ADA accommodation requests should be filed with the Milwaukee County Office for Persons with Disabilities 278-3932 (voice) or 278-3937 (TTD) upon receipt of this notice.***

Scheduled Items (Continued):

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**STAFF PRESENT:**

Charles E. McDowell, Director of Human Resources  
Jertha Ramos-Colon, Deputy Director of Human Resources  
Mary Ann Grimes, Deputy Corporation Counsel  
Robert Murphy, County Board Senior Research Analyst

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This meeting was recorded on tape. Committee files contain copies of communications, reports and resolutions/ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of Meeting: 9:05 a.m. to 10:55 a.m.  
11:40 a.m. to 1:15 p.m.

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Adjourned,

**Lauri Henning**

Lauri Henning, Chief Committee Clerk

Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Lauri Henning, 278-4227  
Research Analyst: Robert Murphy, 278-5263

## COMMITTEE ON PERSONNEL

Friday, July 18, 2003 – 9:00 a.m.  
Milwaukee County Courthouse, Room 201-B

### MINUTES

CASSETTE #25: Side A, #332-END; Side B, #1-#727

PRESENT: Supervisors Quindel, Bailey, Zielinski, Borkowski, Endries, T. Johnson and Cesarz (Chair)

#### Scheduled Items:

#### APPOINTMENT

1. 03-386 From the County Executive, appointing Patrick Doyle to serve on the Milwaukee County Personnel Review Board for a term expiring October 31, 2006. Mr. Doyle will fill the vacancy created by the resignation of Karen Jackson.

A-340 **APPEARANCES:**  
Steve Mokrohisky, County Executive's Office  
Patrick Doyle, Appointee

**ACTION BY: (Borkowski) approve. 7-0**

**AYES:** Quindel, Bailey, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 7

**NOES:** 0

#### INFORMATIONAL REPORTS

2. 03-22(a) A. From the Director of Human Resources (DHR) relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions.  
B. From County Board Staff, regarding reclassification request by the Director of Human Resources.  
**(FOR INFORMATIONAL PURPOSES)**

***The Committee took no action regarding these informational reports.***

### Scheduled Items (Continued):

3. 03-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

*The Committee took no action regarding this informational report.*

4. 03-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

*The Committee took no action regarding this informational report.*

5. 03-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

*The Committee took no action regarding this informational report.*

6. 02-384 (a) An adopted resolution providing, among other things, that the Manager, Information Management Services Division (IMSD), provide quarterly reports on the progress of the Human Resource System Management Committee. (Adopted 7/25/02) **(REPORT FROM CHIEF INFORMATION OFFICER, IMSD) (Also to Committee on Finance and Audit) (INFORMATIONAL ONLY)**

A-480 **APPEARANCES:**  
Mary Reddin and Bob Kiefert, IMSD

Ms. Reddin briefly summarized the progress of the Human Resource System Management Committee.

Questions and comments ensued.

*The Committee took no action regarding this informational report.*

### **RECOMMENDATIONS RELATIVE TO CLASSIFICATIONS AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE AND AUDIT COMMITTEE:**

7. 03-373 From Director, Housing & Community Development Division, requesting the creation of one Housing Program Assistant-Special Needs position to manage the process of providing and preserving affordable housing for individuals who have special needs. **(Also to the Committee on Finance and Audit and Division of Human Resources) (REPORT FROM DHR RECOMMENDING CLASSIFICATION AND RATE OF PAY FOR THE POSITION OF HOUSING PROGRAM ASSISTANT-SPECIAL NEEDS; REPORT FROM COUNTY BOARD STAFF)**

Scheduled Items (Continued):

A-560      **APPEARANCE:**  
Jim Hill, Interim Administrator, Behavioral Health Division

***ACTION BY: (Quindel) approve the classification and rate of pay as recommended by the Division of Human Resources for the position recommended for creation by the Finance and Audit Committee at its meeting on 7/17/03.***

Questions and comments ensued.

**Vote on approval: 7-0**

**AYES:** Quindel, Bailey, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 7

**NOES:** 0

8.      03-403      From the Medical Examiner, requesting the creation of one Assistant Medical Examiner position and one Forensic Laboratory Technician position to accommodate an additional caseload of nearly 200 autopsies annually, which will generate additional revenue for Milwaukee County. **(Also to Committee on Finance and Audit, Department of Administrative Services and Division of Human Resources) (REPORT FROM DHR RECOMMENDING CLASSIFICATIONS AND RATES OF PAY FOR THE ASSISTANT MEDICAL EXAMINER AND FORENSIC LABORATORY TECHNICIAN POSITIONS; REPORT FROM DAS)**

A-600      **APPEARANCE:**  
Eileen Weller, Administrative Manager, Medical Examiner's Office

Questions and comments ensued.

***ACTION BY: (Quindel) approve the classifications and rates of pay as recommended by the Division of Human Resources for the positions recommended for creation by the Finance and Audit Committee at its meeting on 7/17/03. 7-0***

**AYES:** Quindel, Bailey, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 7

**NOES:** 0

Scheduled Items (Continued):

9. 02-573 From Director of Health and Human Services, requesting creation of one position of Reimbursement Manager and one position of Administrative Assistant for the Tax Refund Intercept Program. **(Also to Committee on Finance and Audit, Department of Administrative Services and Division of Human Resources) (REPORT FROM DHR RECOMMENDING CLASSIFICATIONS AND RATES OF PAY FOR THE REIMBURSEMENT MANAGER AND ADMINISTRATIVE ASSISTANT POSITIONS; REPORT FROM DAS)**
- A-536 **APPEARANCE:**  
Paula Lucey, Director, Department of Health and Human Services
- ACTION BY: (Quindel) approve the classifications and rates of pay as recommended by the Division of Human Resources for the positions recommended for creation by the Finance and Audit Committee at its meeting on 7/17/03. 7-0***
- AYES:** Quindel, Bailey, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 7  
**NOES:** 0
10. 03-353 From the Sheriff, requesting abolishment of two positions each of Nursing Supervisor and Nursing Practitioner, one position of Mental Health Services Manager and five positions of Psychiatric Social Worker and creation of one position each of Psychiatric Social Worker Supervisor and Mental Health Case Management Specialist (Sheriff), in order to provide more effective mental health services and allow for better integration of services with the community. **(Also to the Committee on Finance and Audit, Department of Administrative Services and Division of Human Resources.) (REPORT FROM DHR RECOMMENDING CLASSIFICATIONS AND RATES OF PAY FOR THE TWO MENTAL HEALTH POSITIONS; REPORT FROM DAS) (LAID OVER 6/13/03)**
- A-643 **APPEARANCES:**  
Inspector Kevin Carr, Sheriff's Department  
Michael Kalonick, Medical and Mental Health Program Administrator  
Patty Yunk and Bill Mollenhauer, District Council 48
- A lengthy discussion ensued, including appearances by the aforesaid individuals.

Scheduled Items (Continued):

The following individuals registered in opposition to this item:

Rosemarie McDowell, AFSCME  
Chris Pegelow, AFSCME, Local 882  
Jacqueline Bly, AFSCME, Local 1654  
David Eisner, AFSCME, Local 594  
Cecile-Marie Purdy, AFSCME, Local 645  
David Siegworth

***ACTION BY: (Quindel) approve the classifications and rates of pay as recommended by the Division of Human Resources for the positions recommended for creation by the Finance and Audit Committee at its meeting on 7/17/03. 5-2***

**AYES:** Quindel, Bailey, Endries, T. Johnson & Cesarz (Chair) – 5

**NOES:** Zielinski & Borkowski – 2

**\*\* CLOSED SESSION \*\***

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to the following matter (Item 11). At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the said matter.

11. 03-351 From Pension Board Chairman, Milwaukee County Employees' Retirement System, relative to County Contribution to the Employees' Retirement System and OBRA 1990 Retirement System. **(Also to the Committee on Finance and Audit) (LAID OVER 6/13/03)**

25-B-340 **APPEARANCES:**

Matt Janes, Pension Board Secretary  
Jerome J. Heer, Director of Audits  
William Domina, Corporation Counsel

The Committee did not convene in closed session on this item.

Supervisor Quindel summarized the action taken by the Finance and Audit Committee on July 17, as follows: "Recommend to the Pension Board that it re-examine the amortization schedule and consider changing it from a 20-year period to a 30-year period and that the Board hold a special meeting in late July or in August to consider this matter, and recommend that the County Executive include in his recommended 2004 budget a Pension Fund contribution of no less than \$36 million."

Scheduled Items (Continued):

***ACTION BY: (Quindel) concur in the recommendation of the Finance and Audit Committee as set forth above.***

Supervisor Bailey commented that Milwaukee County is an agent of the State and, as such, should be consistent with what the State is using as its rate of amortization. He expressed concern with some of the short-term adjustments/assumptions made by the Pension Board, including the interest rate and recognition of losses.

Discussion ensued.

Supervisor Bailey indicated that he would like County Board staff to look into some of the above matters and bring back an independent review. Matt Janes agreed to assist County Board staff in preparation of the requested report.

**Supervisor Quindel accepted the above as a friendly amendment to his motion.**

***ACTION BY: (Quindel) amend his motion to include a request to the Pension Board that it examine the rate of return assumption and any other factors that would significantly influence the contribution amount.***

Further discussion ensued.

**SUPERVISOR QUINDEL WITHDREW HIS PREVIOUS MOTION, after which he made the following new motion:**

***ACTION BY: (Quindel) recommend that the Pension Board have a special meeting to look at the amortization period, rate of return and other relevant items that would support the amount contributed next year. Further, that County Board staff and Matt Janes conduct an independent review of these matters as previously requested by Supervisor Bailey. 6-0***

**AYES:** Quindel, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 6

**NOES:** 0

**EXCUSED:** Bailey

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**Scheduled Items (Continued):**

**Addendum Item**

12. 03-407 Resolution by Supervisors Cesarz, Borkowski, Zielinski and others, establishing a work group to review Chapter 17 of the Code of General Ordinances, as well as other sections of the Ordinances that address personnel policies, and to recommend revisions to those sections that will result in a more efficient and effective Human Resources function in Milwaukee County government.

25-B-327 **ACTION BY: (Bailey) approve the subject resolution. 7-0**

**AYES:** Quindel, Bailey, Zielinski, Borkowski, Endries, T. Johnson & Cesarz (Chair) – 7

**NOES:** 0

**NOTE: The next regular meeting of the Committee on Personnel is September 19, 2003. All items for the agenda must be in the Committee Clerk's possession by the end of the business day on Tuesday, September 9, 2003.**

ADA accommodation requests should be filed with the Milwaukee County Office for Persons with Disabilities 278-3932 (voice) or 278-3937 (TTD) upon receipt of this notice.

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**STAFF PRESENT:**

Charles E. McDowell, Director of Human Resources  
Jertha Ramos-Colon, Deputy Director of Human Resources  
Mary Ann Grimes, Deputy Corporation Counsel  
Robert Murphy, County Board Senior Research Analyst

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This meeting was recorded on tape. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of communications, reports and resolutions/ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of Meeting: 9:10 a.m. to 10:40 a.m.

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Adjourned,

**Lauri Henning**

Lauri Henning, Chief Committee Clerk

Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Maribeth Welchman, 278-4226  
Research Analyst: Robert Murphy, 278-5263

**COMMITTEE ON PERSONNEL**  
**Monday, September 15 , 2003 -- 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**

**M I N U T E S**

TAPE NO. 26, Side A, No. 001 to 235

ROLL CALL:

PRESENT: Supervisors Quindel, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz  
(Chairman)

EXCUSED: Supervisor Bailey

Scheduled Item:

**COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):**

***The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of the Committee deliberating on a matter concerning collective bargaining and other employment issues. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter.***

1. 03-P-10 Deliberation, negotiation or re-negotiation of collective bargaining agreements and discussion of 2003 lay-offs and potential alternative options. (Tape No. 26A-071)

***MOTION BY: (BORKOWSKI)*** Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of the Committee deliberating on a matter concerning collective bargaining and other employment issues. (Approximately 9:30 a.m.) **(VOTE 6-0)**

ROLL CALL UPON RECONVENING INTO OPEN SESSION (Approximately 10:45 a.m. (Tape No. 26A-100):

PRESENT: Supervisors Zielinski, Borkowski, Endries, Johnson, T. and Cesarz (Chairman)

EXCUSED: Supervisors Bailey and Quindel (later present)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 26A-115)  
Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office (Tape No.

Scheduled Items (Continued):

26A-148)

Mr. Troy Hamblin, Director, Labor Relations (Tape No. 26A-215)

Ms. Rose, AFSCME, Local 1055 (questioned overtime caused by not filling vacant positions; Tape No. 26A-178)

Mr. William Domina, Milwaukee County Corporation Counsel (Tape No. 26A-230)

**MOTION BY: (BORKOWSKI)** Direct the Director, DHR, to report to the Committee in one month relative to the amount of overtime for all departments and why overtime is occurring.

**NO OBJECTIONS; SO ORDERED (Tape No. 26A-200).**

2. 03-476 From County Executive, appointing Mr. Roy Williams to the Civil Service Commission for a term to expire on August 1, 2008. Mr. Williams is replacing Mr. Rick Schermerhorn, whose term has expired. (Tape No. 26A-010)

APPEARANCES: Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office

**MOTION BY: (BORKOWSKI)** Approve the appointments for items 2, 3 and 4 (File Nos. 03-476, 03-477 and 03-478). **(VOTE 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: Bailey

3. 03-477 From County Executive, appointing Ms. Wanda Morris Hightower to the Civil Service Commission for a term to expire on August 1, 2008. Ms. Hightower is replacing Mr. John O'Shea, whose term has expired.

**SEE ACTION UNDER NUMBER TWO (2) ABOVE.**

4. 03-478 From County Executive, appointing Mr. Odell Johnson to fill a vacant position on the Civil Service Commission for a term to expire on August 1, 2008.

**SEE ACTION UNDER NUMBER TWO (2) ABOVE.**

5. 03-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 26A-047)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Scheduled Items (Continued):

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

6. 03-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 26A-061)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

7. 03-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 26A-066)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

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STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst  
Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office  
Mr. Charles E. McDowell, Director, DHR

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 11:00 a.m.

**Maribeth Welchman**

Maribeth Welchman, Committee Clerk

mw:Wednesday, February 19, 2003:\\NW031S03\\DATA1\\USERS\\MWELCHM\\My Documents\\personnel committee\\Sept03\\Pm091503.doc

Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Maribeth Welchman, 278-4226  
Research Analyst: Robert Murphy, 278-5263

**COMMITTEE ON PERSONNEL**  
**Friday, October 24 , 2003 – 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**

**M I N U T E S**

TAPE NO. 26, Side A, No. 240 to end of tape  
TAPE NO. 26, Side B, No. 001 to end of tape  
TAPE NO. 27, Side A, No. 001 to 415

**ROLL CALL:**

**PRESENT:** Supervisors Bailey, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz  
(Chairman)

**EXCUSED:** Supervisor Quindel

**Scheduled Items:**

1. 03-22 From the Director of Human Resources relative to reclassification of existing  
(a) positions, reallocations of non-represented positions, appointments at an  
advanced rate of pay, advancements within the pay range and all revisions to ECP  
positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Mr. McDowell stated that the ECP Community Relations position should be removed and submitted a revised page 3 to the above report (Tape No. 26A-245).

Chairman Cesarz stated that [the committee would] receive and place on file the above informational report.

2. 03-23 From the Director of Human Resources relative to temporary assignments of non-  
(a) represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 26A-263)

Chairman Cesarz stated that [the committee would] accept and place on file the above informational report.

**Scheduled Items (Continued):**

3. 03-24 From the Director of Human Resources with respect to dual employment. **(FOR**  
(a) **INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 26A-270)

Chairman Cesarz stated that [the committee would] receive and place on file the above informational report.

4. 03-15 From the Director of Human Resources relative to temporary and emergency  
(a) appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 26A-272)

Chairman Cesarz stated that [the committee would] receive and place on file the above informational report.

5. 03-550 From Director of Human Resources, submitting the "2002-2003 Affirmative  
Action Summary Report."

APPEARANCES: Ms. Pat Villareal, Employee Relations Manager, DHR

**MOTION BY: (BORKOWSKI) Receive and place on file (Voice Vote 6-0).**  
**NO OBJECTIONS; SO ORDERED (Tape No. 26A-333).**

**PRESENT:** Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz  
(Chairman)

**EXCUSED:** Quindel

6. 02-384 From Manager, Information Management Services Division (IMSD), submitting  
(a) an informational report on the progress of the Human Resource System Management Committee. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Ms. Mary Reddin, Manager, IMSD  
Mr. Bob Keifert, Project Manager, IMSD

Chairman Cesarz stated that [the committee would] receive and place on file the above informational report.

7. 03-176 Resolution/ordinance and substitute ordinance by Supervisor Mayo to amend the  
& membership of the Pension Board and to increase the number of employee-  
03-214 elected members; and resolution/ordinance from the County Executive to amend  
the composition of the Pension Board membership, to impose minimum

## Scheduled Items (Continued):

qualifications, eligibility criteria and term limits for appointments and to amend administrative rules. **(Substitute and revised substitute resolution/ordinance and communication from Chairman Cesarz and communication from Corporation Counsel dated 10/23/03.)**

APPEARANCES: Supervisor Michael Mayo, Sr. (Tape No. 26A-472)  
Chairman Lee Holloway, Milwaukee County Board of Supervisors  
Mr. William Domina, Milwaukee County Corporation Counsel  
Mr. Robert Murphy, Senior Research Analyst, County Board  
Mr. Michael Howden (against executive branch to have administrative control of this pension board) (Tape No. 26B-782)  
Ms. Esther Hussey (requested better communication) (Tape No. 27A-039)  
Mr. Bill Mollenhauer (Tape No. 27A-510)  
Mr. Tim Schoewe, Principal Assistant Corporation Counsel  
Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office (Tape No. 27A-685)

Supervisor Mayo stated he would like to change the following [of his original resolution File No. 03-176]: Lines 39-41: delete; lines 43-45: delete; on line 55: "County Executive would have three appointees; and eliminate the Human Resource appointee. He stated that this would accomplish four elected positions and one by the retirees for a total of nine members.

Chairman Cesarz stated that on lines 76-78, strike language to say "shall vote"; strike "not and "except in the event of a tie." ***Supervisor Mayo accepted the amendment as friendly.*** Chairman Holloway stated he supported Supervisor Mayo's model, as amended.

**MOTION BY: (BAILEY)** Approve Supervisor Mayo's resolution/ordinance, as amended, with the first four resolve clauses taken out to strike everything after the word chairperson in Subsection D (Tape No. 26A-700).

Mr. Murphy stated that Section 8.8 would not be necessary, and there would be other administrative changes to the resolution/ordinance inherent in amending the membership.

**MOTION BY: (BAILEY)** Approve resolution/ordinance as amended and direct staff to adjust the wording administratively to reflect changes in existing ordinances (Tape No. 26A-740).

Supervisor Johnson stated concerns above the process of an appointing authority that does not have substantive checks and balances.

**MOTION BY: (ZIELINSKI)** Amend to include that all retirees are formally notified of this action (add a "be it resolved" clause). (Tape No. 26B-100)

**NO OBJECTIONS; SO ORDERED.**

**Vote on motion to approve, as amended: (VOTE FAILS: 2-4)**

AYES: Bailey and Zielinski

## Scheduled Items (Continued):

NOES: Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

EXCUSED: Quindel

Resolution/Ordinance File No. 03-176 was rejected, as amended (vote 2-4). The Committee then considered the resolution/ordinance contained in file no. 03-214 (Tape No. 26B-126).

Discussion ensued regarding potential changes and revisions to the resolution/ordinance. Chairman Cesarz questioned whether the committee would need to add confirmation requirements if it desired to have both the County Executive and County Board appointments able to be vetoed.

**MOTION BY: (ZIELINSKI)** Amend to incorporate one retiree (elected with no veto by the County Executive or County Board); two County Board Chairman appointees; three County Executive appointees (with veto on both sides) and two employees' appointees, for a total membership of seven. (Tape No. 26B-470)

Discussion ensued regarding changing the ordinances and whether or not they would conflict with existing bargaining unit agreements (Tape No. 26B-510 to 575). Mr. Schoewe stated that ordinances that exist remain in effect unless they conflict with the agreement language, in which case the language of the collective bargaining unit prevails

**MOTION BY: (BAILEY)** On page 5, Section 8.2, Line 188, substitute two members appointed by the County Board Chairman, subject to confirmation of the County Board for a term of three years and provide for veto and veto override processes, and the appointing authority from the County Board Chairman, subject to two-thirds [to] be consistent. (The County Executive appoints three members, subject to confirmation by two-thirds of the County Board; the County Board Chairman appoints two members, subject to veto by the County Executive and override of two-thirds of the County Board (Tape No. 26B-608).)

**MOTION BY: (ZIELINSKI)** Approve three members elected by employees; one retiree member; three members appointed by the County Executive and two members appointed by the County Board Chairman. ***Supervisor Zielinski accepted the amendment by Supervisor Bailey as stated above (Tape No. 26B-675).***

Chairman Cesarz restated the motion as follows: "Approve three members elected by employees; one retiree member; three members appointed by the County Executive and two members appointed by the County Board; include financial literacy requirements, the Pension Board selects its own chairperson and County Board staff is directed to make administrative corrections to the ordinance to accommodate these changes.

**MOTION BY: (BAILEY)** Amend that each appointing authority gets two appointments (two by County Executive and two by the County Board Chairman), 5 elected members (three from active membership and two from

Scheduled Items (Continued):

retirees). ***Amendment accepted by Supervisor Zielinski (Tape No. 26B-743).***

***MOTION BY: (BORKOWSKI)*** Division of the question regarding two retiree members (Tape No. 27A-010).

***Vote on motion to approve amendment by Supervisor Bailey to increase the retiree members from one to two: (4-2)***

AYES: Bailey, Zielinski, Borkowski, and Cesarz (Chairman)

NOES: Endries and Johnson, T.

EXCUSED: Quindel

***Tape No. 27A-033: Vote on motion to approve resolution/ordinance File No. 03-214, as amended: (3-3) THE MATTER WILL BE REPORTED TO THE COUNTY BOARD WITH NO RECOMMENDATION.***

AYES: Bailey, Zielinski and Cesarz (Chairman)

NOES: Borkowski, Endries and Johnson, T.

EXCUSED: Quindel

Chairman Cesarz called for a fifteen minute recess (11:15 a.m. to 11:30 a.m.)

ROLL CALL UPON RECONVENING INTO OPEN SESSION:

PRESENT: Supervisors Bailey, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz (Chairman)

EXCUSED: Supervisor Quindel

***MOTION BY: (ZIELINSKI)*** Reconsider item 7, File No. 03-214 (Tape No. 27A-046) ***(Vote 5-1).***

AYES: Bailey, Zielinski, Endries, Johnson, T. and Cesarz (Chairman)

NOES: Borkowski

EXCUSED: Quindel

***MOTION BY: (ZIELINSKI)*** Approve the substitute ordinance by Supervisor Cesarz amended as follow: "one (1) retiree [elected by membership], three (3) employee members [elected by membership], two (2) appointees by the County Board Chairperson, three (3) appointees by the County Executive, for a total membership of nine (9). In addition, provide for veto and veto override processes (County Executive appointments subject to confirmation by two-thirds of the County Board and the County Board Chairman appointments subject to veto by the County Executive and override of two-thirds of the County Board) and allow staff to adjust the wording administratively to reflect changes in existing ordinances. (Tape No. 27A-065).

***Supervisor Borkowski requested division of the question as to the one retiree appointment: (Vote 4-2\*)***

AYES: Zielinski, Borkowski, Johnson, T. and Cesarz (Chairman)

NOES: Bailey and Endries

**Scheduled Items (Continued):**

EXCUSED: Quindel

\*Supervisor Johnson requested unanimous consent to be recorded as voting aye on the above item. Upon hearing no objections, Chairman Cesarz so order the vote changed.

***Vote on remainder of substitute ordinance, as amended: (Vote 4-2)***

AYES: Zielinski, Endries, Johnson, T. and Cesarz (Chairman)

NOES: Bailey and Borkowski

EXCUSED: Quindel

8. 03-486 Resolution by Supervisor Zielinski, to establish a policy that any fiscal savings to the County that accrues from represented employees utilizing Milwaukee County Ordinance 17.176 voluntary time off without pay be used to hire back laid off union workers. **(Also to Committee on Finance and Audit)** (Tape No. 27A-162)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***MOTION BY: (JOHNSON)*** Lay over **(VOTE 4-1)** (Tape No. 27A-362)

AYES: Zielinski, Borkowski, Johnson, T., and Cesarz (Chairman)

NOES: Endries

EXCUSED: Quindel and Bailey

***RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:***

9. 03-494(a) From the Director of Human Resources, requesting approval of classifications and rates of compensation for positions recommended for creation in the Recommended 2004 Budget. (Tape No. 27A-363)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Mr. McDowell stated that the Sheriff Department's Correction Officer I should be removed from the report.

***MOTION BY: (BORKOWSKI)*** Approve. **(VOTE 5-0)**

AYES: Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: Quindel and Bailey

**COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):**

***The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter; at the conclusion***

Scheduled Items (Continued):

*of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter.*

10. 03-P-10 Deliberation, negotiation or re-negotiation of collective bargaining agreements and discussion of 2003 lay-offs and potential alternative options. **OVERTIME CHART SUBMITTED BY DIRECTOR, DHR. Copy attached to original copy of these minutes.)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***This matter was discussed out of agenda order from tape no. 26A-410 to 510;*** discussion ensued regarding overtime costs.

***MOTION BY: (JOHNSON)*** Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing collective bargaining agreements and discussion of the above matter (Tape No. 27A-650). **(VOTE 5-0\*)**

AYES: Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: Quindel and Bailey

\*Voice Vote

**Scheduled Items (Continued):**

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STAFF PRESENT:      Mr. Robert Murphy, Senior Research Analyst  
                             Mr. Charles E. McDowell, Director, DHR  
                             Ms. Pat Villareal, Employee Relations Manger, DHR  
                             Ms. Mary Reddin, Manager, IMSD  
                             Mr. Bob Keifert, Project Manager, IMSD  
                             Mr. William Domina, Milwaukee County Corporation Counsel  
                             Mr. Tim Schoewe, Principal Assistant Corporation Counsel  
                             Mr. Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office  
                             Mr. Troy Hamblin, Director, Labor Relations

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Adjourned: 1:15 p.m.

**Maribeth Welchman**

Committee Clerk

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Chairperson: Supervisor Paul M. Cesarz  
Committee Clerk: Maribeth Welchman, 278-4226  
Research Analyst: Robert Murphy, 278-5263

**COMMITTEE ON PERSONNEL**  
**Friday, December 12, 2003 -- 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**

**MINUTES**

TAPE NO. 27, Side A, No. 415 to end of tape

**ROLL CALL:**

**PRESENT:** Supervisors Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz (Chairman)

**EXCUSED:** None

**Scheduled Items:**

***RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR  
CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:***

1. 03-590 From Director, Department of Health and Human Services, requesting creation of a position of Food Stamp Payment Accuracy Manager in the Economic Support Division, Department of Health and Human Services. **(Also to the Committee on Finance and Audit) (REPORTS FROM THE DEPARTMENT OF ADMINISTRATIVE SERVICES AND FROM THE DEPARTMENT OF HUMAN RESOURCES.)** (Tape No. 27A-430 to 510)

APPEARANCES: Mr. Rob Henken, Department of Health and Human Services

Mr. David Eisner, AFSCME, President, Local 594 (support)

**MOTION BY: (BORKOWSKI)** Approve items 1 (file no. 03-590) and 6 (file no. 03-640). **(VOTE 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

2. 03-404(a) From the Director of Human Resources, requesting approval of classifications and rates of compensation for positions recommended for creation in the Adopted 2004 Budget. (Tape No. 27A-515)

**Scheduled Items (Continued):**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

**MOTION BY: (BAILEY)** Approve. **(VOTE 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

3. 03-15 From the Director of Human Resources relative to extension of existing  
(a)(d) emergency and temporary appointments made between June 1 and July 31, and August 1 and September 30, 2003. (Tape No. 27A-532)

**MOTION BY: (BORKOWSKI)** Approve. **(VOTE 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

**INFORMATIONAL REPORTS FROM DIRECTOR OF HUMAN RESOURCES:**

4. A. 03-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR  
Supervisor Robert Krug, Ninth District  
Mr. Charles E. McDowell, Director, DHR  
Mr. Troy Hamblin, Director, Labor Relations  
Ms. Jertha Ramos-Colon, Deputy Director, DHR

Chairman Cesarz temporarily laid over the above item until later in the meeting. (Tape No. 27A-720)

APPEARANCES: Ms. Cruzandria Brooks  
Supervisor Robert Krug, Ninth District (Tape No. 27A-766)

**NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.**

- B. 03-22(a) From the Director of Human Resources relative to the transfer of positions from the Classified to the Unclassified Service. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 27A-730)

**Scheduled Items (Continued):**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

- C. 03-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 27A-745)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

- D. 03-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 27A-746)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

- E. 03-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 27A-748)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

- F. 03-25(a) From County Board staff relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions in the Department of Human Resources. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 27A-750)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

**COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):**

***The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter:***

Scheduled Items (Continued):

5. 03-P-10 Deliberation, negotiation or re-negotiation of collective bargaining agreements and discussion of 2003 lay-offs and potential alternative options.

**MOTION BY: (BORKOWSKI)** Move to go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the above matter. **(VOTE 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: Bailey

***The Committee did not reconvene into open session on the aforesaid matter.***

6. 03-640 From Director, Department of Health and Human Services, requesting re-creation of fifteen (15) positions of Economic Support Specialist in anticipation of supplemental 2004 Income Maintenance funding from the State of Wisconsin. **(Also to the Committee on Finance and Audit)**

**SEE ACTION UNDER NUMBER ONE (1) ABOVE.**

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STAFF PRESENT: Mr. Robert Murphy, County Board Senior Research Analyst  
Mr. Charles E. McDowell, Director, DHR  
Ms. Jertha Ramos-Colon, Deputy Director, DHR  
Mr. Troy Hamblin, Director, Labor Relations

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 11:00 a.m.

**Maribeth Welchman**

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Committee Clerk

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**Scheduled Items (Continued):**